



ERNESTO DE LA PUENTE

Associate



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With more than 15 years of professional experience, Ernesto specializes in labor and social security matters.

His practice focuses on consulting, but he also represents important companies from different industries in litigation cases, including the following branches: pharmaceutical, IT, big data, investment fund managers, oil & gas, entertainment, services and commerce .

Its activities include advising companies that begin activities in Mexico, the analysis and execution of contracting structures (including subcontracting), labor and social security audits, implementation or modification of benefits, hiring of personnel and termination of labor relations, negotiation and review of Collective Labor Contracts, employer substitutions and employee transfers, attention to labor inspections that include the application of Official Mexican Standards on labor matters and interpretation of national and international legislation on the matter.

EDUCATION

JD

2010, Universidad Nacional Autónoma de México, Mexico.

Specialty in Labor Law

2013, Universidad Nacional Autónoma de México, Mexico.

LL.M.

2015, Universidad Nacional Autónoma de México, Mexico.

Course in Common Law

2017, Center of American and International Law, USA.

Program in Negotiation

2019, Harvard Law School, USA.

INTERNATIONAL EXPERIENCE

In 2023 he worked as a visiting associate at Parker Poe Adams & Bernstein, LLP, in Columbia, South Carolina, and Charlotte, North Carolina, USA.

ASSOCIATIONS AND AFFILIATIONS

- + British Chamber of Commerce in Mexico | *Member of the Human Resources Group*

LANGUAGES

- + Spanish
- + English

ACKNOWLEDGEMENTS

